

TAMÁS FELSMANN  **CEE Attorneys**

PARTNER, DESSEWFFY, DÁVID, FELSMANN AND PARTNERS CEE ATTORNEYS



BACKGROUND INFO

Tamás Felsmann is the firm's leading tax and employment lawyer and the primary contact for international matters in CEE Attorneys' Budapest office. Felsmann's working languages are English and German, as well as his native Hungarian. He has more than a decade of tax expertise from the tax authority and tax consulting firms with an international background (including Big4 firms). He became a partner in 2022.

Felsmann graduated from the Károli Gáspár Reformed University and pursued postgraduate studies at Budapest's Eötvös Loránd University (Elte) and the Faculty of Law in Pécs, as well as at Coventry University. He is a certified tax lawyer and tax advisor.

He is the proud father of three children and enjoys football and skiing in his free time. A social person, he tries to spare time for culinary delights (such as wine tasting) in the company of friends.

HOW HAS THE LEGAL PROFESSION CHANGED SINCE YOU QUALIFIED, AND WHICH WAS YOUR BIGGEST CHALLENGE?

To be honest, the biggest challenge is always what lies ahead, and what I've already overcome is less important. My law firm's founding partner and my mentor, Alice Dessewffy, always says, "*Qui non proficit deficit.*" [Editor's note: "He who does not succeed fails."] It means for me that a law firm is like a shark; it has to be constantly on the move to function well.

In addition, specialization is essential. During my university years, I would never have thought that tax law would be the area that would boost my career. The fact that I entered this field as a young lawyer was not a conscious decision; it was more of a coincidence, but it was a deliberate and purposeful decision after that point that I have not left this path and have tried to master tax law as much as possible. I have several postgraduate qualifications in this field.

Name of law firm	Dessewffy, Dávid, Felsmann valamint Társaik CEE Attorneys Ügyvédi Iroda
Top local executive	Alice Dessewffy
In charge of position since	1992
Name of associate non-Hungarian law firm or cooperation network	CEE Attorneys
Year of Hungarian law firm's establishment	1992
HQ in Hungary	1125 Budapest, Lóránt út 1/B.
Website	www.cceattorneys.com

“Expectations of the legal profession will converge with those of other advisory disciplines (such as tax advice and accountancy). Instead of star lawyers, we will increasingly hear about star law firms. Unfortunately, I fear that the devaluation of the individual will also bring the end of the ‘charm’ of being a lawyer. Young lawyers will not look at legal work as their lifelong profession but rather as just a job to do for a living.”

HOW DO YOU EXPECT DIGITIZATION AND ARTIFICIAL INTELLIGENCE TO AFFECT THE LEGAL PROFESSION?

The answer to this question can come from two directions. On the one hand, how much growth can be expected in the number of IT and tech companies as our targeted clients? In this business segment, we expect intensive development, which is an advantage for us since our law firm's lawyers have always shown a solid receptivity for legal problems in the high-tech area. For example, I believe we have top knowledge of domestic and international regulations on self-driving vehicles. Another approach to the question is how AI can help lawyers in the future. There are signs of progress in this area. If a large number of tasks require the same skills and knowledge, well-written software could be a great help in making work more efficient.

TECHNOLOGY ASIDE, WHAT WILL BE THE NEXT SIGNIFICANT LEGAL TREND TO SHAPE THE MARKET HERE?

The ethos of the prestigious lawyer sitting behind a mahogany desk is slowly becoming a thing

of the past, and the proliferation of service-oriented legal teams providing fast and efficient advice is accelerating. Expectations of the legal profession will converge with those of other advisory disciplines (such as tax advice and accountancy). Instead of star lawyers, we will increasingly hear about star law firms. Unfortunately, I fear that the devaluation of the individual will also bring the end of the “charm” of being a lawyer. Young lawyers will not look at legal work as their lifelong profession but rather as just a job to do for a living.

GIVEN THAT HUNGARY HAS A VERY TIGHT LABOR MARKET IN ALMOST ALL FIELDS, ARE YOU CONCERNED ABOUT FINDING ENOUGH SUITABLY QUALIFIED JUNIOR LAWYERS?

So far, the experience has been that our law firm's spirit is attractive for top new lawyers entering the market, so I'm not worried. We look for talent, and they find us. Besides, there have always been – and always will be – hidden gems who, given the proper leadership support from senior colleagues, will bring down the stars if need be.

